

Nuclear Surface Warfare Officer



What is a SWO?

- LEADER
- WARFIGHTER
- SHIPDRIVER



What is a SWO (N)?

- LEADER
- WARFIGHTER
- SHIPDRIVER

...with a Nuclear
Subspecialty

SWO(N) Community

- Our Size: SWO(N)s are **11%** of the SWO Community
- Our Goals:
 - Successful SWO career
 - Commander Command
 - Develop nuclear sub-specialty
 - Safely maintain and operate an 11 CVN force
 - CVN Reactor Officer following command
 - Compete for Major Command and Flag
 - Maintain competitive compensation.
 - Highest paid Department Head in the Navy.

Why should I be a SWO(N)?



- **Leadership**
 - Lead early...Lead often.
 - Acquire the tools to build success
- **Fulfillment**
 - Drive the ships that drive world events.
 - Diverse range of tours at sea and ashore.
- **Education**
 - World Class technical training and experience.
 - Guaranteed Graduate Education.

Surface Warfare Officers...Skilled For Life

First Tour: Learning to Lead



- **21 Month Tour for SWO(N) Officers**
- **10-30 Sailors following YOU**
- **Common 1st Tour Billets**
 - **1st LT** - **CICO**
 - **Information Systems** - **Strike**
 - **Ordnance Officer** - **Gunno**
 - **CICO**
- **Watchstation Qualifications**
 - **Helm Safety**
 - **Small Boat Officer**
 - **OOD Inport**
 - **CIC Watch Officer**
 - **Officer of the Deck**



SWO(N) Junior Officer Career Path



■ Graduate from School

- Receive orders to first ship. May receive some billet specific training enroute.



- First Division Officer Tour (6-15 months) in “Topside” billet (Operations / Combat Systems / Deck).



- SWOS Finishing School (3 weeks) after completion of shipboard Computer Based Training curriculum and OOD qualification.



- Return to ship to finish SWO Qual (Complete 21 month tour)



- Nuclear Power Training (13 months)



- CVN Division Officer Tour (24 months)





Initial Detailing Process

- Select first combatant ship among all SWOs
 - **Diverse choice of homeport and ship class**
 - **Order of selection based on merit**
- Ship Selection via PERS 412 website.
 - **<http://www.bupers.navy.mil/pers41/frame.htm>**
- **Contact SWO(N) Detailer at any point with questions**
- **Common theme throughout your career:**

**Performance =
Opportunity**

1st Tour Ships



- **CG, DDG, FFG**
- **LSD / LPD**
- **LHD / LHA**
- **MCM / MHC**



SWO(N)s are leaders on every class of U.S. warship.




Diverse Range of Opportunity

Nuclear Power School

- Navy Nuclear Power Training Command in Charleston, SC
- Six Month Curriculum
 - Carry three courses at a time. (Math, Physics, Water Chemistry, Engineering, Power Plant Operations)


WEEK

01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	
																		Comprehensive Exam						
Mathematics					Electrical Engineering										Core Character									
R P S	Heat Transfer & Fluid Flow							Reactor Dynamics				Materials		Radiological Fundamentals										
	Physics							Chemistry				Aspects of Reactor Plant Operations												

Validates 28.5 hours of coursework at Naval

Nuclear Power Training Pipeline



- Prototype (6 months)
 - Remain in Charleston or
 - Go to Ballston Spa, NY
 - Qualify on operating reactor plant.
- 
- Excellent Training recognized throughout the military, government, industry, and business world.
 - Earn credit towards Professional Engineer qualification.

Validates 12 of 30 credit hours for M.S. in Engineering Management from Old Dominion or Catholic University.

The Surface Nuclear Fleet



LINCOLN (CVN 72)
JOHN C STENNIS (CVN 74)

EVERETT
BREMERTON

SAN DIEGO

NIMITZ (CVN 68)
RONALD REAGAN (CVN 76)

NPTU
Ballston Spa, NY

NPS and NPTU
Charleston, SC

CARL VINSON (CVN 70) refueling overhaul
GEORGE W BUSH (CVN 77) New Construction

NEWPORT NEWS, VA

NORFOLK, VA

ENTERPRISE (CVN 65)
D. D. EISENHOWER (CVN 70)
T. ROOSEVELT (CVN 71)
G. WASHINGTON (CVN 72)
HARRY S TRUMAN (CVN 73)

Second Division Officer Tour



- 24 months in CVN Reactor Department
 - CVN assignment based on performance at sea and Nuclear Power School performance
 - Lead Machinist's Mates (MMs), Electrician's Mates (EMs), and Electronics Technicians (ETs).
- Complete Nuclear Qualifications
 - Propulsion Plant Watch Officer (EOOW equivalent)
 - Nuclear Engineering Officer exam at Naval Reactors

Build valuable Skills. Lead Large Divisions. Manage Complex Maintenance

Where are the SWO(N)s on Shore Duty?







World-wide Presence

Graduate Education

From Knowledge...Sea Power!



- Graduate Education for All SW
- Issue is When and Where
 - **Naval Postgraduate School** (NPS)The logo for the Naval Postgraduate School, featuring a shield with 'NPS' and the motto 'PRAESTANTIA PER SCIENTIAM'.
 - Naval War College (NWC)
 - USNA Company Officer LEADS Program (M.S. from NPS)
 - SWO MBA Program (MBA from Harvard, Wharton, or Kellogg)The logo for the University of Pennsylvania's Wharton School, featuring a shield and the text 'Wharton UNIVERSITY of PENNSYLVANIA'.
 - Graduate Education Voucher Program (GEV)The logo for Harvard University, featuring a shield with a cross and the text 'HARVARD UNIVERSITY'.
 - Instructor Program (18/12 at ATGs/ATRC/SWOS)
 - Tuition Assistance (TA)
 - Distance Learning ProgramsThe logo for the Kellogg School of Management, featuring a circular seal and the text 'Kellogg School of Management'.

% of SWOs have Graduate Degrees by O

SWO(N) CAREER PATH MIRRORS

SWO CAREER PATH



1 st Divo Sea Tour	2 nd Divo Sea Tour	1 st Shore Tour	D H S	1 st Dept Hd Sea Tour	2 nd Dept Hd Sea Tour	2 nd Shore Tour	XO	3 rd Shore Tour	CO	4 th Shore Tour	Maj Cmd
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SWO

solid warfighting experience at sea (multiple ships => broad experience)

1 st Divo Sea Tour	NPS/ NPTU	CVN Divo Sea Tour	1 st Shore Tour	D H S	1 st Dept Hd Sea Tour	CVN PA Tour	2 nd Shore Tour	XO	3 rd Shore Tour	CO	CVN RO	Maj Cm d
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SWO(N)

20% of career prior to CAPT is on CVN

A SWO with a Nuclear Subspecialty!

Navy Home
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Career Planner
Midshipmen
SWOCS
SWOCP
Site Directory
Text Only Site

Surface Warfare Officer Career Planner

PERS-41

www.bupers.navy.mil/pers41/frame.htm

Overview

The SWO Career Planner is a valuable tool that allows users to graphically display their career paths. By inputting various data such as Date of Rank, Career Goals, and Billet History into the planner, users have the ability to chart a career path in the Surface Navy. The planner was created using Microsoft PowerPoint 2000. While older versions of PowerPoint may work, they have not been thoroughly tested for compatibility. Any comments, questions, or concerns about the SWO Career Planner can be sent to p41m1@persnet.navy.mil.

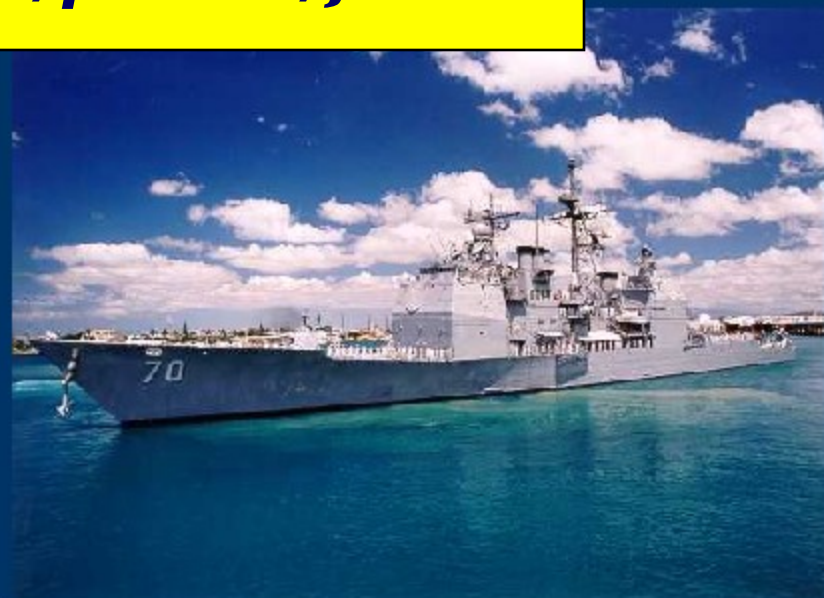
Read the Instructions

While using the planner is not difficult, reading the instructions is recommended.

Download the Career Planner

Download the SWO(N) Career Planner

You can download the planner and instructions by "right-clicking" on the link and saving the target file to a location of your choice.



Click Here

**SWO(N) Career Planner
Download**



LCDR Brian J. Finman

SWO(N) Career Planner

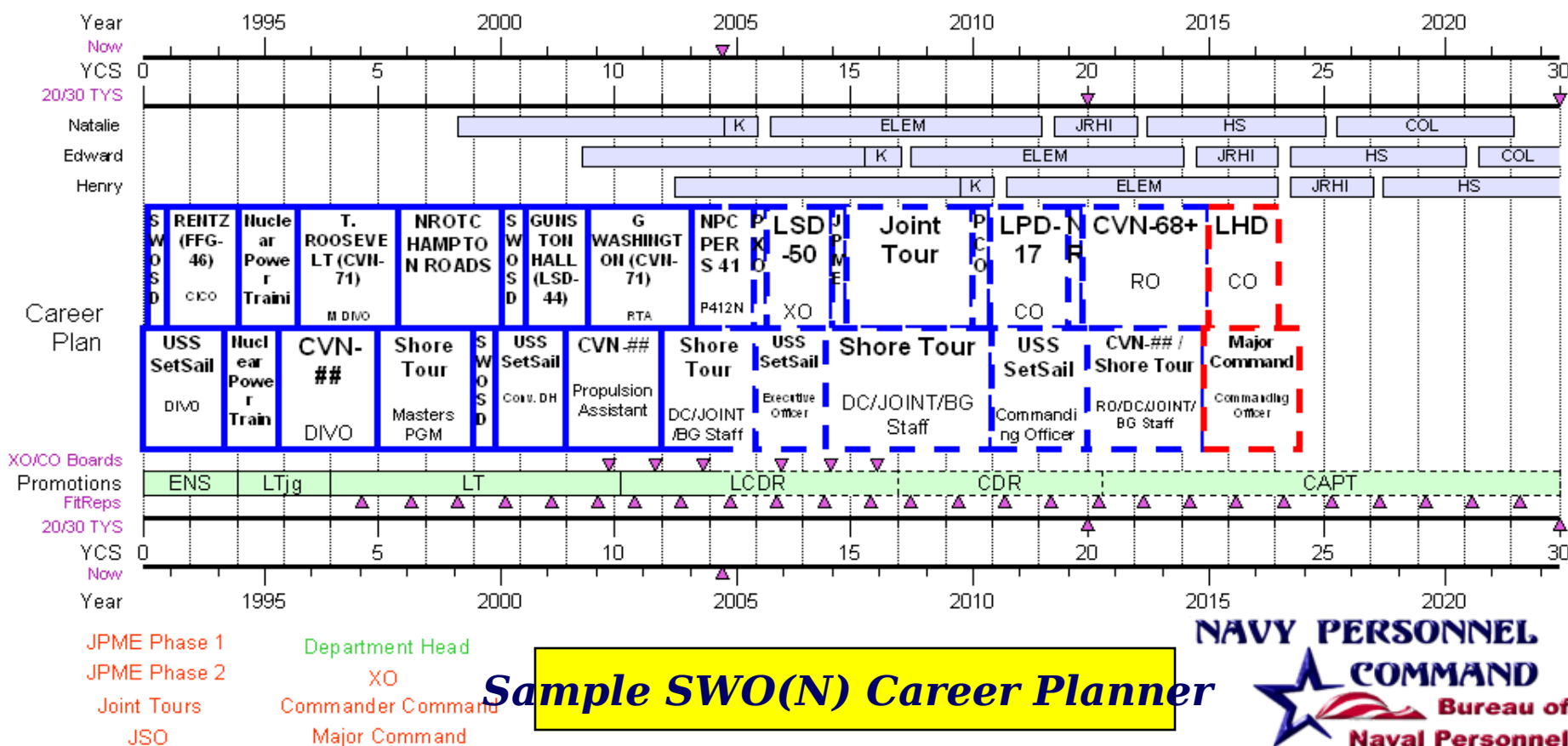
Career Goal: Major Command

Qualifications: Officer of the Deck
Engineering Officer of the Watch
Tactical Action Officer
Surface Warfare Officer

Year Group: 1992

Promotion Year Group: 2002

Pcode(s): None



Enter/Edit Data

Compensation



- **Nuclear Officer Incentive Pay**
 - Eligible at end of successful CVN DIVO tour (5 years of service)
 - Up to \$25,000 per year
- **Surface Warfare Retention Pay**
 - Year 6 to 10: Continuation Pay = \$50,000 over five years
 - Year 12 to 15: Critical Skills Pay = \$46,000 over 3 years
- **As O-3/O-4, Combined Annual Bonus of ~\$37,500 per year.**



The Navy values your
service and leadership



SWO(N) LT Pay at Sea and Ashore



San Diego

LT >4

LT>6

Base Pay:
4,220/mo

\$ 4,027/mo

\$

BAH :
1,882/mo

\$ 1,882/mo

\$

BAS:
175/mo

\$ 175/mo

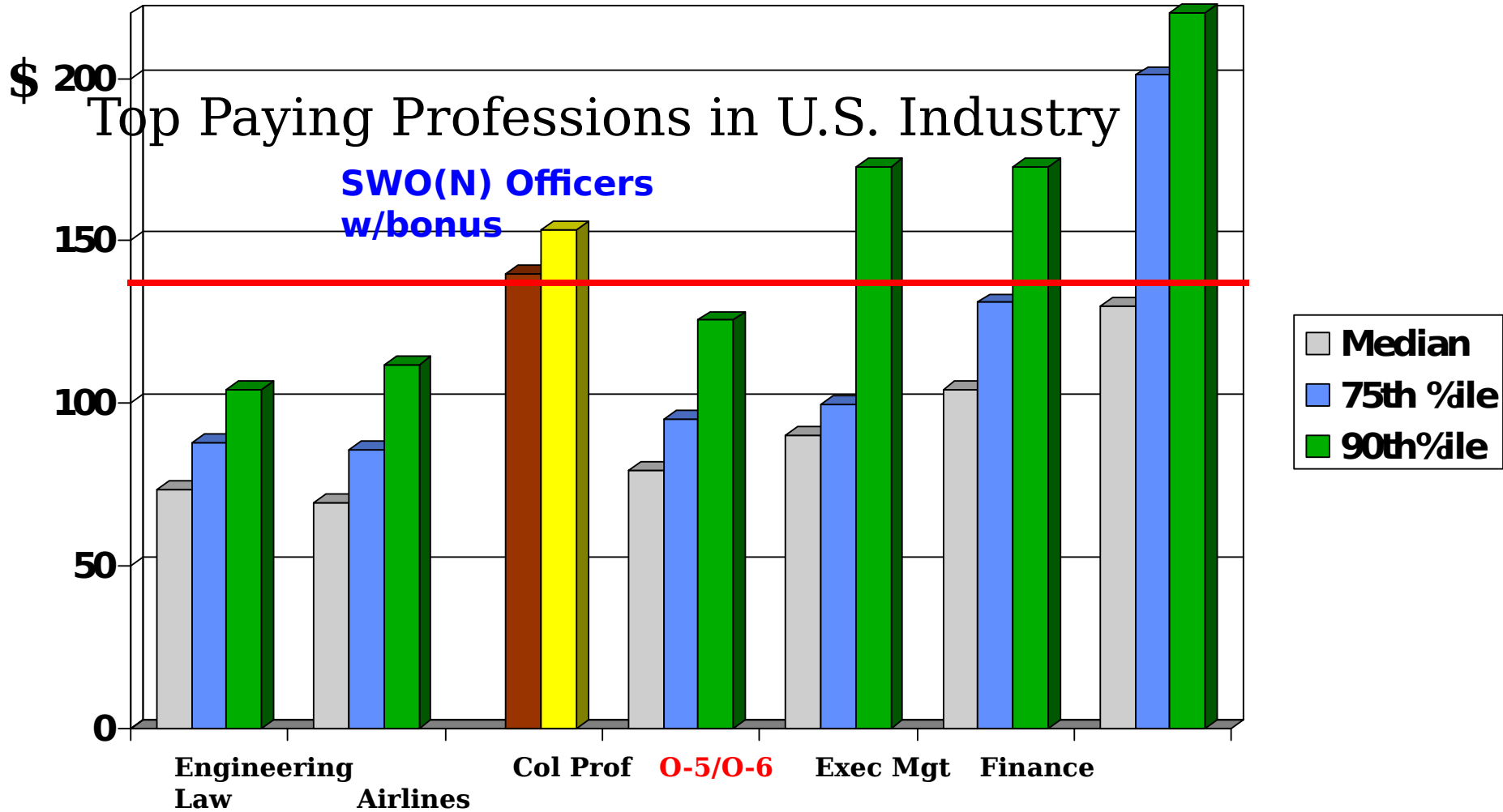
\$

Sea Pay: \$ 225/mo

SWO Continuation
833/mo

\$

Information



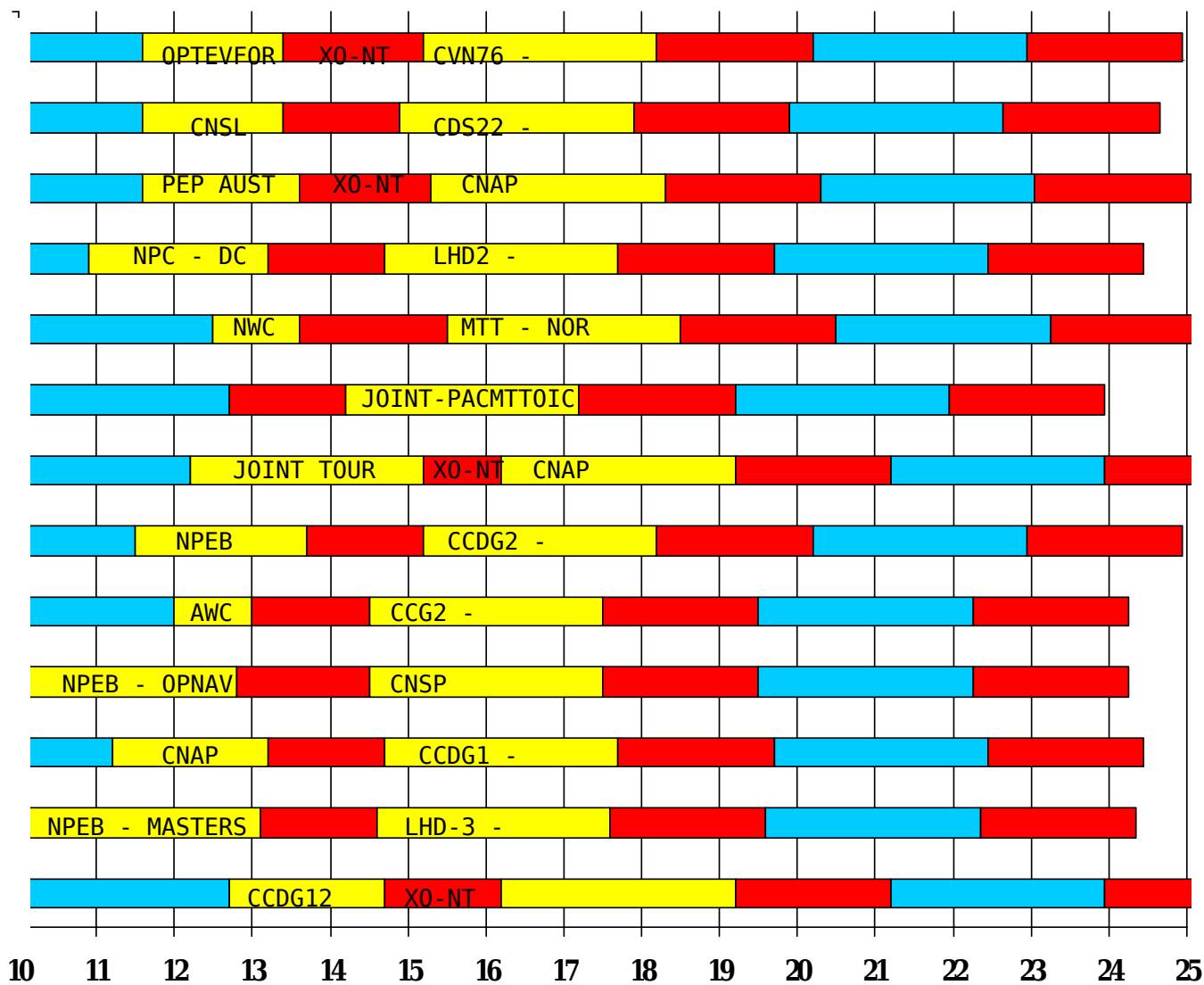
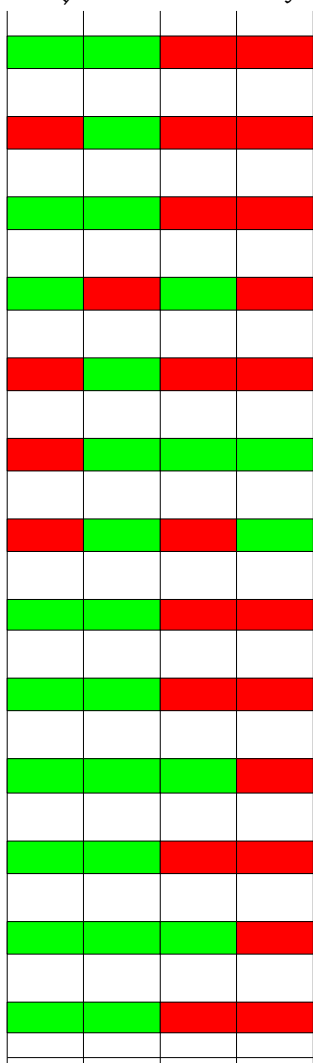
Small Community



- **1100 SWO(N)s**
- **~110-120 per year group.**
- **Close Knit / Camaraderie**
- **Focused Detailing**
 - **One-stop answers with SWO(N) Detailer.**
 - **Very close relationship, especially for mid-career guidance.**
 - **Detailers help officers look at least two tours out.**
 - **Individual career path tracker after Principal Assistant Detailer.**

**Detailer's job is to get
SWO(N)s screened and
promoted.**

YG XX (LCDR Screening Group XX) Projected Career Path



Sample Year Group Individual Career Path Tracker

Years of Commissioned Service

■ Post-PA ■ XO Tour (15/2) ■ Post-XO (3) ■ CDR CMD (2) ■ RO (2.75) ■ Major CMD (2)



Great Time to be a SWO(N)

- **Lead Early. Lead Often. Build Skills for the World.**
- **Serve at the Tip of the Spear.**
- **Competitive Compensation**
- **Superior Technical Training.**
- **Guaranteed Graduate Education.**
- **Diverse opportunities at sea. All ship classes.**
- **Diverse opportunities ashore.**

SWOs First...with a critical sub-specialty.

Questions and Discussion





Backup Slides

The Value of Navy Retirement



Retiring as CDR at 20 years with statistical age
of death at 81
O-5 (2004) O-5

(2018)

Base Pay O-5 (20yrs, age 42) \$ 6563/mo
 \$10,528/mo

50% of Base Pay \$ 3165/mo \$ 5264/mo

Annual (age 42 until death) \$ 37,986
 \$ 63,172

Equiv Lump Sum Value \$ 988,785 \$

1,495,626 Assumptions: 30 yr T-bill, 3.0% Inflation

Interest.com Financial Calculator

Final Interest at 6.00% @ 1.00% \$ 15,600 \$